



CERTIFICATE OF ATTENDANCE

This document certifies that

Fabiane Frade Reis

successfully participated in the following Management 3.0 Workshop:

Masterclass Feedback Moderno com Management 3.0

Event Date: 11 March 2023

Location: online

Facilitated by:

A handwritten signature in blue ink, consisting of several loops and a long horizontal stroke.

Thiago Brant

Management 3.0 - Facilitator

Licensed since 25 July 2019

A handwritten signature in black ink, featuring a large 'J' and 'A' with a long horizontal stroke.

Jurgen Appelo
Founder

This certificate may be required as proof of participation. Certificate number 2303152142